

20 October 1961

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Junior Officer Training Program

1. This memorandum contains a recommendation submitted for Director of Central Intelligence approval. Such recommendation is contained in paragraph 4.

2. It is my impression that our JOT Program is suffering as a result of inconsistencies in Agency policy. In particular, I wish to call your attention to the fact that the Agency for the last ten years has been recruiting JOTs as GS-7s, or if they have advanced degrees GS-8s or nines. The applicants have been advised that they would receive promotions periodically upon entrance on duty and that they would advance while still JOTs, provided of course that their performance was good, to GS-10s. Apparently now JOT promotions have slowed down and they are not receiving their advances when they were given reason to expect them. I will not go into the matter of slots, which is rather complicated, other than to say that there is headroom for promotion of JOTs. I would cite these figures for your attention. In 1958, 133 DD/P employees were promoted from GS-9, of whom 11 were JOTs. In 1959, 67 DD/P employees were promoted from GS-9, of whom 18 were JOTs. In 1960, 47 DD/P employees were

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promoted from GS-9, of whom seven were JOTs. (These seven were out of a total of 54 JOTs eligible for promotion.) In the first half of 1961, 14 DD/P employees were promoted from GS-9, of whom four were JOTs. This becomes more startling when it is placed against the fact that it is the Agency's intent to bring in from 60 to 90 JOTs per year; most of them are assigned to the DD/P, which is able to promote only the few numbers indicated above.

3. One of the personnel items on which the Agency has always prided itself is the fact that we do not have to adhere to the traditional Civil Service patterns and that promotions were strictly on merit and that the very good people could move ahead fast. This is no longer a fact. The Department of the Navy has a civilian junior officer training program calling for the recruitment of about 22 per year. It is quite similar to our own program, but the Navy Department in the last six years has promoted 92 per cent of their junior officers who entered during that period to GS-11 or higher; we promoted 46 per cent of ours. In fact, when the Navy intern completes the program he is a GS-11, and thus one or two grades higher than our own JOT. The General Services Administration and the Department of Labor are currently offering more promotion possibilities to their trainees than we are to ours.

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4. I strongly recommend that the matter of JOE promotions be given priority treatment by the Agency Career Council, and perhaps more important that an Agency policy be adopted.

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Gyman B. Kirkpatrick
Inspector General

The recommendation in paragraph 4 is approved. 22 Oct 61
Date

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Rep Director

Orig: D/Personnel, following approval

cc: DDCI
DD/P
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